

Acting Director of Training
1026 Chamber of Commerce Bldg.

3245

17 September 1971

Assistant Deputy Director
for Support 7D-18 Hqs.

Bob:

I wish informally to alert you to our concern over the general welfare of the CT Program now and in the future. I do not want at this time, when we are all so occupied with the 1/10th of a grade and the 5% exercise, to muddy the waters more-- nonetheless these are important and even urgent matters for consideration. If you want a formal memo specifically asking for decisions on these questions-- will happily comply.

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DIR-6768

DRAFT 17 Sep 71

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Future of the Career Training Program

1. I am deeply concerned that the Career Training Program (CTP) may be in jeopardy because of current planning to reduce personnel. The decrease in average grade plus the five per cent strength reduction place the continued existence of the CTP in doubt. I want to acquaint you with this fact before Agency plans are firm and while there is still time for command decisions that will ensure the continuation of this useful program.

2. It is significant that neither the average grade nor the five per cent exercise will have any direct impact on the CTP. The Program can easily adjust to the decrease in average grade by simply recruiting candidates at slightly lower grades. Also, the five per cent reduction this fiscal year will be of no direct consequence to the Program because a recent reduction in the amount of training time required for each CT has correspondingly reduced the amount of time a CT must remain in the Program.

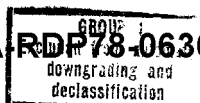
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3. Although the direct effects of current planning may appear to have negligible effect on the CTP, the practical effects of the Directorate reductions could be catastrophic. Should the Plans and Intelligence Directorates anticipate difficulties in making their required reductions, then the usual routine acceptance of Career Trainees may be impossible for them unless some form of relief is offered.

4. While there probably are several forms that such relief could take, I suggest some type that provides for the continuing orderly transfer of CTs, in currently approved numbers, to Directorate rolls. The key factor in the plan would be a provision to permit the Directorates temporarily to exempt or to delay the counting of CTs against ceiling or strength figures. This would permit continuation of the Program during this critical period and until favorable numbers of vacancies become available in two to three years through retirements and attrition.

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Hopefully, a plan of this type might be negotiable with the Office of Management and Budget as a positive means for continuing this important form of managerial development in the Agency. Otherwise, we may sacrifice a 20-year program that the Civil Service Commission has cited as one of the most outstanding of its type in the United States Government.

3. I suggest this matter of sufficient importance to be discussed with the Executive Director-Comptroller before final plans are developed for the forthcoming reduction in personnel.

HUGH T. CUNNINGHAM
Director of Training

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OTR/CTP [REDACTED]:ek (8 Sept 71)

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